



## Request for City Council Committee Action

Date September 6, 2005

To PSRS Committee  
Referral to Ways and Means Committee

Prepared or Submitted by: Deputy Chief Sharon Lubinski Phone: 673-2735  
Approved by: Assistant Chief Tim Dolan \_\_\_\_\_

**Subject: Minneapolis Police Officer BILL KUBES – Request to be Paid at Step 5 (\$52,366 annually)**

**Presenters in Committee:** Deputy Chief Sharon Lubinski

### Recommendation:

That Bill Kubes in his reinstatement to Police Officer be authorized to start at Step 5 of the salary schedule due to his previous service with the Minneapolis Police Department.

### Financial Impact (Check those that apply)

**XX** No financial impact (If checked, go directly to Background/Supporting Information)

Action requires an appropriation increase to the Capital Budget

Action requires an appropriation increase to the Operating Budget

Action provides increased revenue for appropriation increase

Action requires use of contingency or reserves

Other financial impact (Explain):

Request provided to the Budget Office when provided to the Committee Coordinator

### Background/Supporting Information

Bill Kubes separated from the Minneapolis Police Department in good standing on September 13, 2004, to pursue an opportunity in law enforcement in another local agency. When he separated from MPD, he had been an officer in good standing with more than five years of experience. He was well trained and well respected in the 1st Precinct. He was originally hired under MPD's Cadet Program and he previously completed a Minneapolis Police Recruit Academy. He also had some law enforcement experience with the City of Lino Lakes.

Under section 12.05 of the City's Civil Service Rules, Mr. Kubes has asked to be reinstated to the eligible list for Police Officer. He has passed MPD's required medical and psychological examinations. We have made Bill Kubes a job offer, which he has accepted, and he has asked for additional consideration to be considered at a higher step on the salary schedule.

I believe that it is appropriate and fair to put Bill Kubes at step 5 for a Police Officer since he has previously performed this work for the Minneapolis Police Department. In doing this, we are trying to remain competitive and fairly compensate Bill Kubes for his experience.